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Area Wage Survey
Harrisburg-Lebanon-Carlisle, PA
December 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
March 1988

This summary presents results of a December 1987 survey of occupational wages and employee benefits in the Harrisburg-Lebanon-Carlisle area, which consists of Cumberland, Dauphin, Lebanon, and Perry Counties. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 113 establishments employing 51,083 workers was selected to represent 544 establishments employing 122,930 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators.

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Table 1. Hourly earnings[1] of selected occupations in Harrisburg-Lebanon-Carlisle, PA, December 1987

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	3.50 and under 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 and over
Secretaries	759	9.41	9.49	7.85–10.80	-	-	-	15	20	22	39	67	53	54	65	48	83	52	63	35	42	28	21	29	8	1	4
Secretaries I	156	7.68	7.42	7.00– 8.29	-	-	-	15	3	5	15	49	19	18	3	4	12	2	11	-	-	-	-	-	-	-	-
Secretaries II	105	8.12	8.10	6.25– 9.54	-	-	-	-	17	15	7	2	10	12	9	5	10	5	2	8	-	1	-	-	2	-	-
Secretaries III	282	9.58	9.70	8.51–10.58	-	-	-	-	-	-	14	13	22	21	28	27	54	25	32	16	22	3	3	-	2	-	-
Secretaries IV	179	10.86	10.86	9.38–12.26	-	-	-	-	-	2	3	3	2	3	25	8	15	19	12	8	18	20	14	20	-	1	3
Secretaries V	30	11.76	11.74	10.85–12.94	-	-	-	-	-	-	-	-	-	-	-	3	1	1	6	3	2	4	4	5	-	-	1
Typists	106	6.22	6.00	5.00– 6.63	-	-	22	7	11	39	7	1	2	10	4	1	3	-	-	-	-	-	-	-	-	-	-
Typists I	102	6.09	6.00	5.00– 6.37	-	-	22	7	11	39	7	1	2	10	4	-	-	-	-	-	-	-	-	-	-	-	-
Typists II	217	7.19	7.25	6.40– 7.93	-	-	-	9	16	35	43	38	26	19	19	6	-	5	-	-	-	-	-	-	-	-	-
Word processors	*33	6.55	6.54	6.25– 6.87	-	-	-	9	16	35	42	17	12	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Word processors I	84	6.20	6.17	7.54– 8.85	-	-	-	-	-	-	1	19	16	19	18	6	-	5	-	-	-	-	-	-	-	-	-
Word processors II	459	8.51	8.15	5.35– 7.25	-	9	44	82	73	64	58	27	23	26	18	7	10	6	2	4	1	5	-	-	-	-	-
Key entry operators	393	6.18	5.91	5.25– 6.80	-	9	44	82	73	57	54	19	22	10	14	1	-	-	-	4	-	4	-	-	-	-	-
Key entry operators I	66	6.47	6.22	7.25– 9.73	-	-	-	-	-	7	4	8	1	16	4	6	10	6	2	-	1	1	-	-	-	-	-
Key entry operators II	396	5.79	5.60	5.25– 6.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File clerks	188	5.45	5.25	4.85– 5.49	-	8	70	74	101	64	23	30	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-
File clerks I	198	6.12	5.95	5.80– 6.53	-	8	70	72	10	19	2	7	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
File clerks II	50	7.24	7.29	5.77– 8.21	-	-	-	2	91	45	21	23	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists	88	6.25	5.87	5.05– 7.00	2	2	3	32	11	8	4	14	1	1	3	3	1	1	-	-	-	-	-	2	-	-	-
Switchboard operators																											
Computer operators	324	9.19	9.09	7.79–10.56	-	-	-	14	-	-	33	26	15	36	29	34	28	26	16	24	25	6	3	2	7	-	-
Computer operators I	33	6.66	7.00	5.41– 7.93	-	-	-	14	-	-	2	6	3	6	1	1	-	-	-	-	-	1	1	-	-	-	-
Computer operators II	187	8.94	8.84	7.75–10.13	-	-	-	-	-	-	23	19	11	26	20	22	16	16	11	17	4	1	1	-	4	-	-
Computer operators III	87	10.07	9.81	8.90–11.73	-	-	-	-	-	-	6	1	1	4	8	11	12	10	4	2	20	1	1	-	-	-	-
Computer data librarians	20	7.59	7.71	6.51– 8.14	-	-	-	-	-	5	1	2	6	2	4	-	-	-	-	-	-	-	-	-	-	-	-
Drafters	220	11.03	11.22	9.94–12.44	-	-	-	-	-	4	5	-	9	14	2	11	12	21	13	23	28	24	33	9	12	-	-
Drafters II	23	8.15	7.88	7.88– 8.50	-	-	-	-	-	-	5	-	6	4	2	2	1	-	1	-	-	-	-	1	-	-	-
Drafters III	74	9.94	10.10	9.14–11.54	-	-	-	-	-	4	-	-	1	10	-	9	11	15	2	2	17	1	1	1	-	-	-
Drafters IV	90	11.94	12.08	11.20–12.50	-	-	-	-	-	-	-	-	-	-	-	-	-	6	9	18	11	22	16	8	2	-	-
Drafters V	33	13.03	12.98	12.98–14.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	-	1	16	-	10	-	-
Electronics technicians:					-	-	-	-	-	-	-	-	-	-	-	12	-	-	2	-	-	-	-	21	6	-	*20
Electronics technicians III	61	14.09	13.86	13.86–17.36	-	-	-	-	-	-	-	-	-	-	6	13	-	-	2	17	3	4	-	18	-	-	-
Maintenance carpenters	63	11.20	11.20	9.32–13.13	-	-	-	-	-	-	-	-	-	-	-	-	12	5	20	40	25	9	84	42	6	22	12
Maintenance electricians	279	12.68	12.76	11.35–13.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	-	2	-	-	-	-
Maintenance painters	8	11.47	11.04	- -	-	-	-	-	-	-	-	-	-	4	-	44	61	-	8	-	-	-	-	29	-	12	-
Maintenance machinists	198	10.83	9.80	9.39–13.49	-	-	-	-	-	-	-	15	-	-	5	54	35	-	30	118	2	5	124	169	-	26	1
Maintenance mechanics (machinery)	584	12.02	12.78	11.20–13.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	12	-	-	-	25	-	-	-
Maintenance pipefitters	43	12.54	13.49	11.45–13.48	-	-	-	-	4	12	12	-	12	-	56	47	83	18	39	6	24	4	-	17	130	59	-
Motor vehicle mechanics	523	11.85	10.81	9.08–14.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	8	-
General maintenance workers	377	8.02	7.50	6.25– 9.98	-	6	16	24	30	35	46	25	24	26	13	20	26	27	26	13	-	40	1	29	14	20	-
Tool and die makers	116	12.50	12.69	11.91–13.27	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-	1	11	5	4	-
Stationary engineers	94	13.65	13.34	11.18–16.20	-	-	-	-	-	-	-	-	-	-	-	-	-	4	18	12	-	-	-	-	-	-	*40

See footnotes at end of table.

Table 1. Hourly earnings[1] of selected occupations in Harrisburg-Lebanon-Carlisle, PA, December 1987 —Continued

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean	Median	Middle range	3.50 and under 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 and over
Truckdrivers	2,324	10.48	10.95	8.67–13.12	27	108	88	41	21	61	15	61	28	59	141	173	56	177	546	27	15	57	–	190	180	263	–
Truckdrivers, light truck	320	4.70	4.50	4.10– 5.05	27	108	88	33	12	52	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Truckdrivers, medium truck	319	11.36	9.88	8.25–15.45	–	–	–	–	9	–	–	32	24	20	38	12	28	21	–	–	1	–	–	–	18	120	–
Truckdrivers, heavy truck	112	8.68	8.88	8.49– 9.25	–	–	–	–	–	9	8	8	–	17	18	50	–	–	–	–	–	–	–	–	4	–	–
Truckdrivers, tractor-trailer	1,569	11.62	10.95	10.15–13.25	–	–	–	8	–	–	9	21	–	22	85	111	30	156	546	27	14	57	–	180	160	143	–
Shipping packers	299	8.22	8.75	6.15–10.47	–	24	30	9	4	14	23	6	2	2	61	16	9	36	64	–	–	–	–	–	–	–	–
Material handling laborers	578	8.27	9.19	5.60– 9.61	21	55	29	23	28	20	6	–	28	30	30	20	228	–	4	1	2	–	–	51	2	–	–
Forklift operators	1,189	11.08	10.30	8.55–14.72	–	4	–	–	–	4	–	5	–	246	66	2	259	110	8	59	78	–	–	22	326	–	–
Guards:																											
Guards II	310	5.54	5.00	4.50– 5.50	–	54	50	108	36	14	11	–	–	5	5	3	3	21	–	–	–	–	–	–	–	–	–
Janitors, porters, and cleaners	1,472	5.50	5.00	3.80– 6.50	498	157	69	211	108	59	63	45	82	24	8	–	52	4	64	15	–	–	3	10	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] All workers were at $17.00 to $18.00.

[4] All workers were at $16.00 to $17.00.

Table 2. Annual paid holidays for full-time workers in Harrisburg-Lebanon-Carlisle, PA, December 1987

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	4	(1)
In establishments providing paid holidays	96	99
Number of holidays:		
3 half days	1	1
6 half days	1	(1)
3 holidays	1	-
6 holidays	11	6
Plus 1 half day	1	-
Plus 2 half days	1	(1)
7 holidays	10	3
8 holidays	8	8
Plus 1 half day	(1)	1
9 holidays	13	18
10 holidays	15	34
Plus 1 half day	6	6
Plus 2 half days	2	1
11 holidays	7	11
12 holidays	15	6
13 holidays	4	3
15 holidays	(1)	-
Average number of paid holidays where provided (in days)	9.2	9.6

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Harrisburg-Lebanon-Carlisle, PA, December 1987

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	3	(*)
In establishments providing paid vacations	97	99
Length-of-time payment	79	99
Percentage payment	17	1
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	12	6
1 week	17	37
Over 1 and under 2 weeks	3	19
2 weeks	1	1
1 year of service:		
Under 1 week	2	(*)
1 week	69	25
Over 1 and under 2 weeks	4	7
2 weeks	22	51
Over 2 and under 3 weeks	(*)	16
3 weeks	(*)	(*)
2 years of service:		
1 week	27	8
Over 1 and under 2 weeks	18	7
2 weeks	47	65
Over 2 and under 3 weeks	3	19
3 weeks	(*)	(*)
3 years of service:		
1 week	10	1
Over 1 and under 2 weeks	3	7
2 weeks	72	73
Over 2 and under 3 weeks	10	17
3 weeks	1	(*)
4 weeks	–	2
5 years of service:		
1 week	4	1
Over 1 and under 2 weeks	4	1
2 weeks	62	49
Over 2 and under 3 weeks	15	3
3 weeks	11	26
Over 3 and under 4 weeks	–	17
4 weeks	–	2
10 years of service:		
1 week	4	1
Over 1 and under 2 weeks	1	–
2 weeks	9	4
Over 2 and under 3 weeks	3	1
3 weeks	67	65
Over 3 and under 4 weeks	10	23
4 weeks	1	6
Over 4 and under 5 weeks	–	(*)
15 years of service:		
1 week	4	1
Over 1 and under 2 weeks	1	–
2 weeks	7	3
3 weeks	32	27
Over 3 and under 4 weeks	8	1
4 weeks	40	48
Over 4 and under 5 weeks	3	20
Over 5 and under 6 weeks	–	2
20 years of service:		
1 week	4	1
Over 1 and under 2 weeks	1	–
2 weeks	7	3
3 weeks	17	6
20 years of service: -Continued		
Over 3 and under 4 weeks	–	(*)
4 weeks	49	53
Over 4 and under 5 weeks	1	23
5 weeks	15	12
Over 5 and under 6 weeks	2	2
25 years of service:		
1 week	4	1
Over 1 and under 2 weeks	1	–
2 weeks	7	3
3 weeks	17	6
Over 3 and under 4 weeks	–	(*)
4 weeks	20	31
Over 4 and under 5 weeks	7	6
5 weeks	38	51
Over 5 and under 6 weeks	2	2
6 weeks	(*)	–
30 years of service:		
1 week	4	1
2 weeks	8	3
3 weeks	17	6
Over 3 and under 4 weeks	–	(*)
4 weeks	19	30
Over 4 and under 5 weeks	1	6
5 weeks	40	47
Over 5 and under 6 weeks	3	5
6 weeks	4	3
Maximum vacation available:		
1 week	4	1
2 weeks	8	3
3 weeks	17	6
Over 3 and under 4 weeks	–	(*)
4 weeks	19	30
Over 4 and under 5 weeks	1	6
5 weeks	33	46
Over 5 and under 6 weeks	2	2
6 weeks	12	5
Over 6 and under 7 weeks	1	(*)
7 weeks	(*)	–

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Harrisburg-Lebanon-Carlisle, PA, December 1987

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	96	99
Life insurance	94	98
Noncontributory plans	84	77
Accidental death and dismemberment insurance	80	92
Noncontributory plans	73	75
Sickness and accident insurance or sick leave or both	82	95
Sickness and accident insurance	69	56
Noncontributory plans	62	40
Sick leave (full pay and no waiting period)	27	80
Sick leave (partial pay or waiting period)	7	2
Long-term disability insurance	36	61
Noncontributory plans	36	55
Hospitalization insurance	93	99
Noncontributory plans	65	72
Surgical insurance	93	99
Noncontributory plans	65	72
Medical insurance	93	99
Noncontributory plans	65	72
Major medical insurance	92	99
Noncontributory plans	64	72
Dental insurance	60	83
Noncontributory plans	45	61
Health maintenance organization	21	53
Noncontributory plans	11	21
Retirement pension	77	91
Noncontributory plans	63	82

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Table 3. Establishments and workers within scope of survey and number studied in Harrisburg-Lebanon-Carlisle, PA,[1] December 1987

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	544	113	122,930	100	58,155	17,703	51,083
Manufacturing	50	169	28	43,715	36	32,371	3,953	17,925
Nonmanufacturing[5]	50	375	85	79,215	64	25,784	13,750	33,158

[1] The Harrisburg-Lebanon-Carlisle area consists of Cumberland, Dauphin, Lebanon, and Perry Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

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